

## Exhibit D

**PRESIDENT: Vicki J. Crowder**

The President of Custom TeleConnect Inc. has had over 19 years of extensive experience in telecommunications. As Director of Corporate Telecommunications for the Imperial Palace Hotel and Casino in Las Vegas for 14 years, she gained knowledge of a wide variety of telecommunications applications. She has had extensive technical training in digital switching equipment and was responsible for a staff of 33 Technicians and Operators. Vicki has worked side by side with providers of telecommunications services for years and has a clear understanding of the importance of quality products, fair prices and outstanding service.

**E. EDWARD CRISPELL**  
**General Manager**  
**Imperial Palace Hotel & Casino**  
**Las Vegas, Nevada**

**Ed Crispell is the General Manager of the Imperial Palace Hotel & Casino resort. As general manager since 1986, he has contributed significantly to the growth, development and success of the Imperial Palace.**

**Crispell has been on the fast track in the hotel/casino industry since graduating from the University of Nevada Las Vegas with a bachelor's degree in Hotel Administration.**

**Upon graduation in 1972, Crispell became affiliated with the Sales Department at the Las Vegas Hilton and subsequently was transferred to the Flamingo Hilton as Director of Sales in late 1973. He later moved to the Tropicana Hotel/Casino as Director of Sales and Marketing.**

**In 1980, Crispell joined the Imperial Palace as Director of Sales and Marketing and has enjoyed a most distinguished executive career ever since. In 1982, he was promoted to Executive Director and became Managing Director in early 1986. Later that year he assumed the title of General Manager.**

**Crispell is the 1998 past chairman for the Las Vegas Chamber of Commerce Board of Trustees and its Executive Committee, the Chairman of the Board of Las Vegas Events, and a board member on the Las Vegas Convention/Visitors Authority. He is past chair of the Nevada Hotel & Motel Association, and past National Director of the American Hotel & Motel Association. He sits on the Executive Board of the Nevada Governor's Committee on Employment of People with Disabilities and advisory board of Desert Springs Hospital. Crispell was named 1995 Humanitarian of the Year by Goodwill Industries of Southern Nevada.**

**He is a 30-year resident of Las Vegas, is married to wife, Terry, and they have one daughter, Katie.**

**July, 2000**